

1 STATE OF OKLAHOMA

2 2nd Session of the 55th Legislature (2016)

3 HOUSE BILL 3164

By: Hickman

4
5
6 AS INTRODUCED

7 An Act relating to labor; amending 40 O.S. 2011,
8 Section 2-404.2, which relates to the Employment
9 Security Act of 1980; providing for workers to have
voluntarily quit work under certain circumstances;
and providing an effective date.

10
11
12 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

13 SECTION 1. AMENDATORY 40 O.S. 2011, Section 2-404.2, is
14 amended to read as follows:

15 Section 2-404.2 WORK OF A LIMITED DURATION OF TIME.

16 A. When an employer employs a worker for a limited duration of
17 time specified by the employer, the worker is considered to have
18 been laid off due to lack of work at the end of the time period set
19 by the employer, provided that the worker's separation was due only
20 to the completion of the work or the expiration of the time period.

21 B. When an employer employs a worker for a limited duration of
22 time specified by the worker, the worker is considered to have
23 voluntarily quit work at the end of the time period set by the
24

1 worker, provided that the worker's separation was due only to the
2 expiration of the time period.

3 C. When the duration of the employment is less than one (1)
4 year and the end date of the employment is known by both the worker
5 and the employer prior to the commencement of the employment,
6 regardless of whether the end date is selected by the worker or the
7 employer, the worker is considered to have voluntarily quit work at
8 the expiration of the time period.

9 SECTION 2. This act shall become effective November 1, 2016.

10

11

55-2-8807 LRB 01/20/16

12

13

14

15

16

17

18

19

20

21

22

23

24